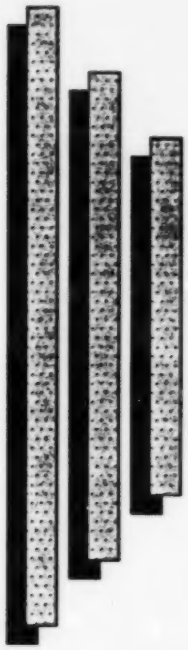
CA2ALHS705
H29
1990/91 c.1



Health and Social Service Workforce in Health Units 1991

Alberta
Health and Social Services
Disciplines Committee

Health and Social Service Workforce in Health Units 1991

Alberta Health and Social Services Disciplines Committee
5th Floor, Kensington Place
10011-109 Street
EDMONTON, Alberta
T5J 3S8

May, 1992

TABLE OF CONTENTS

1. Introduction 1

2. Alberta in Review and Future Trends 2

3. Permanent Personnel 4

4. Percent Permanent Part-time Personnel 6

5. Casual/Contract/Temporary/Relief Personnel 6

6. Vacancy Rates 8

7. Three Month Vacant Positions 10

8. Turnover Rates 10

9. Further Information 10

Notes 12

Appendices

1. Methodology 13-14

2. Health Unit Association of Alberta "Zones" 15

3. Health and Social Service Personnel Employed by ALL HEALTH UNITS COMBINED, March 31, 1991 16-18

4. Health and Social Service Personnel Employed by Health Units in EDMONTON, March 31, 1991 19-20

5. Health and Social Service Personnel Employed by Health Units in CALGARY, March 31, 1991 21-22

6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE, March 31, 1991 23-24

7. Health and Social Service Personnel Employed by Health Units in the NORTH CENTRAL ZONE, March 31, 1991 25-26

8. Health and Social Service Personnel Employed by Health Units in the SOUTH CENTRAL ZONE, March 31, 1991 27-28

9. Health and Social Service Personnel Employed by Health Units in the SOUTH ZONE, March 31, 1991 29-30

10. Definition of Terms 31

1. Introduction

The Alberta Health and Social Services Disciplines Committee has conducted an annual survey of health and social service employers since 1979. The survey collected information from employers on full-time and part-time permanent personnel, vacant positions, resignations, casual/contract personnel and recruitment difficulties. The present report summarizes workforce data provided by health units as of March 31, 1991. It should be noted that the employer survey, which was designed to capture workforce data from a wide variety of health and social employers, did not cover the full range of professionals employed by health units, particularly those professionals who are employed in small numbers. Dentists, environmental health engineers, environmental health microbiologists, epidemiologists and medical doctors are some of the professional groups employed by health units that were not measured in the 1991 survey, as well as in prior survey years (See note 1 for a more complete list of the occupations not included on the survey forms given to health units prior to 1992).[1]

In 1991, health units accounted for 3.7 percent of the health and social service personnel reported in the employer survey. Like many of the other employers surveyed, health units reported a decline (4.3%) in the number of permanent personnel employed from 1990 to 1991. The decline in the number of permanent personnel in health units was due to a drop in the number of part-time staff (6.8%) and to a lesser extent, to a decline in the number of full-time staff (2.2%). This stands in contrast to the hospital sector, which reported a substantial increase in the number of part-time personnel, along with a decline in the number of full-time staff.

Overall, the total number of full-time equivalent positions in health units decreased by 3.9 percent. The reduction in the number of permanent positions from 1990 to 1991 was accompanied by a decrease in the number of vacant positions and in the vacancy rate (3.6% to 2.3%). However, relatively high vacancy rates continued in 1991 for selected occupations, most notably, dental hygienists (10.6%), public health inspectors (8.3%) and speech-language pathologists (8.7%).

The total number of resignations reported by health units increased substantially, causing a marked rise in the turnover rate from 1990 (7.9%) to 1991 (13.5%).

2. Alberta in Review and Future Trends

To place the health unit workforce in context, a brief review of the demographic, social and economic climate of Alberta is provided below.

Demographic and Economic Changes

- Alberta's population grew by 52,000 (2.1%) during the year prior to March 31, 1991, the highest 12 month growth since 1982. Increases during 1990 in both interprovincial migration (9,000), primarily from Ontario, and international migration (13,000) resulted from the more promising economic and employment prospects in Alberta compared to other provinces.

- The annual increase in the size of the labour force (2.7%), due mainly to increased migration to the province, exceeded the growth in employment (1.1%) from March, 1990 to March, 1991. As a result, the seasonally adjusted provincial unemployment rate in March increased from 6.4 percent (1990) to 7.7 percent (1991).

- There was an increase in the number of unemployment insurance claims filed during March by personnel in health and social service occupations from 1990 to 1991. Some of the largest increases in the number of claims occurred for registered nurses/graduate nurses/nurses in training (208 to 485), nursing attendants (295 to 396), social workers (219 to 249), licensed practical nurses (154 to 167), pharmacists (16 to 31) and dietitians/nutritionists (15 to 26).[2]

- The Canadian economy entered a recession in 1990. Cost containment and improved economic efficiency were some of the general themes throughout most sectors of the province. The provincial government's efforts at budget control continued to limit the growth of public expenditures.

Government Initiatives

- The total provincial operating grant to health units, hospitals and long-term care facilities increased by 3.0 percent as of April 1, 1990.

- In the fall of 1991, Alberta Health initiated the role statements project for acute care, long-term care, public health and mental health services. The project will address a number of issues including service duplication and gaps in service delivery and will involve a critical reassessment and definition of the future roles of health facilities (e.g., health units and hospitals) in the health system.

Educational Initiatives

- A collaborative nursing education program with the University of Alberta was implemented at Red Deer College in 1990 and at the five schools of nursing in Edmonton in 1991. In addition to curriculum changes, the collaborative nursing education program improves the integration between the diploma and degree programs by providing students with the opportunity to graduate with either a diploma (after 2 ½ years) or baccalaureate degree (after 4 years).

- The baccalaureate degree in speech-language pathology at the University of Alberta is being discontinued with the last class graduating in May 1993. It is being replaced by a master's degree program to be implemented in September 1992 with a first year enrolment of 30 students.

Future Trends

- Increased emphasis on community based as opposed to institutional based patient care will affect the educational preparation and utilization of health and social service personnel.

- Government initiatives like the role statement project may result in a different utilization of human resources and a different occupational mix within and between program areas.

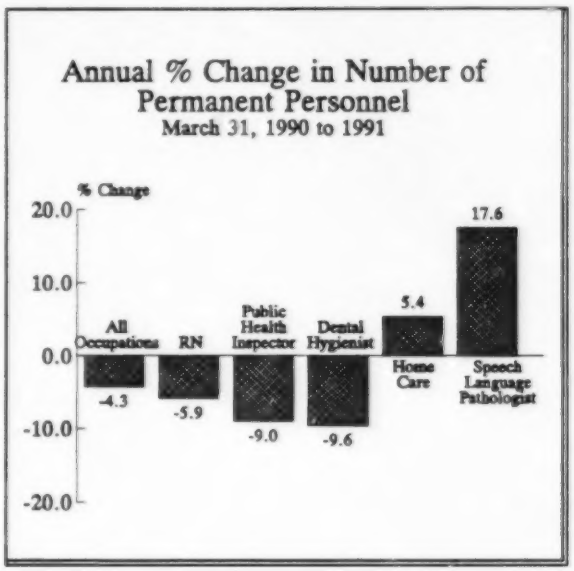
- Limited growth in government expenditure is expected to continue and may prompt employers to adopt a number of cost reducing strategies, which could include decreasing the number of employees, shifting from permanent to casual staff, increasing the proportion of part-time personnel and increasing the delegation of duties to the most cost effective personnel trained to perform a given task.

- Changes in the socio-ethnic composition of the population are expected from the increased international migration levels and the aging of the population. Demographic trends indicate by the year 2016, the proportion of the population over the age of 65 will double from approximately 8 percent to 16 percent. The aging of the population, along with a higher proportion of immigrants, will have widespread implications for the demand for health and social services and the types of delivery systems required.

- Educational requirements for employment are predicted to increase. By the year 2000, it is estimated that 64 percent of all new jobs (all employment sectors) will require post-secondary education. In the health and social service sector, professional associations, representing a variety of different occupations, continue to support increasing educational requirements for active registration.

3. Permanent Personnel (excluding Leduc-Strathcona and High Level-Fort Vermilion Health Units)[3]

• The total number of permanent personnel (excluding program administrators and clerical support) employed by health units declined by 4.3 percent, from 2,475 (1990) to 2,369 (1991). Declines were reported in the number of part-time personnel (6.8%) and to a lesser extent in the number of full-time personnel (2.2%).



• The total number of registered nurses dropped by 5.9 percent, from 1,479 to 1,392. There were declines in the number of registered nurses employed part-time (9.2%) as well as full-time (4.0%). The largest decreases were reported in the number of registered nurses working in administration (16.3%) and community/public health (9.4%). The number of registered nurses employed in home care showed the smallest decrease (1.0%). The number of licensed practical nurses and other nursing staff decreased substantially by 64.8 percent, from 71 to 25.

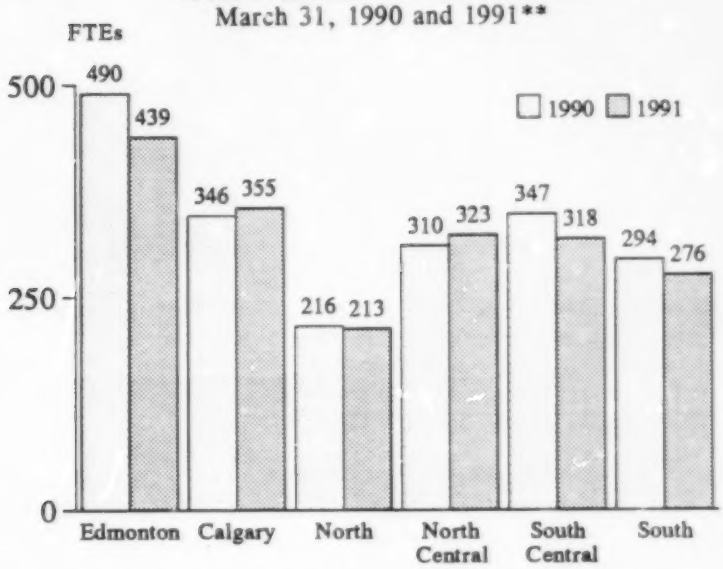
• Decreases in the number of personnel were seen for some of the occupations which had high vacancy rates. Most notably, the number of public health inspectors decreased by 9.0 percent, from 111 to 101 and the number of dental hygienists decreased by 9.6 percent, from 73 to 66. Smaller decreases were reported in the number of occupational therapists (37 to 34) and physical therapists (24 to 19).

• There was a substantial increase (17.6%) in the number of speech-language pathologists (142 to 167). There was no corresponding increase in the number of speech-language pathology assistants/aides (22 to 23).

• The number of home care personnel (homemakers, homehelpers and personal care attendants) increased by 5.4 percent (351 to 370). Smaller increases were reported in the number of nutritionists (18 to 20) and social workers (25 to 30).

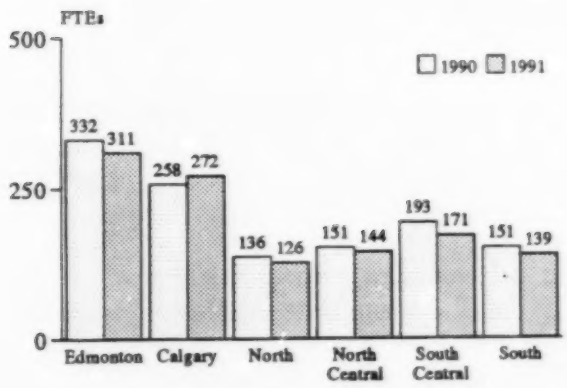
Full-time Equivalent Permanent Personnel by Health Unit Association Area Zones
March 31, 1990 and 1991*

Total Number FTE Personnel
March 31, 1990 and 1991**

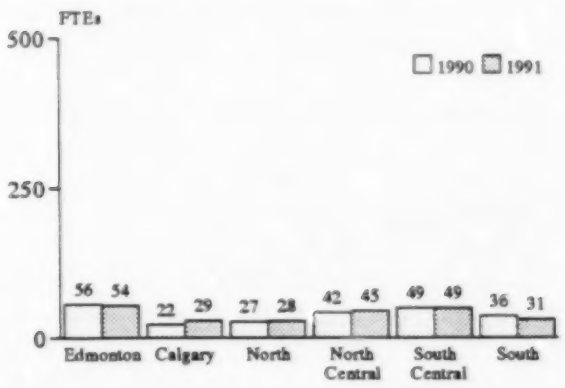


** Excluding program administrators and clerical support personnel.

Registered Nurses
March 31, 1990 and 1991



Rehabilitation Personnel
March 31, 1990 and 1991



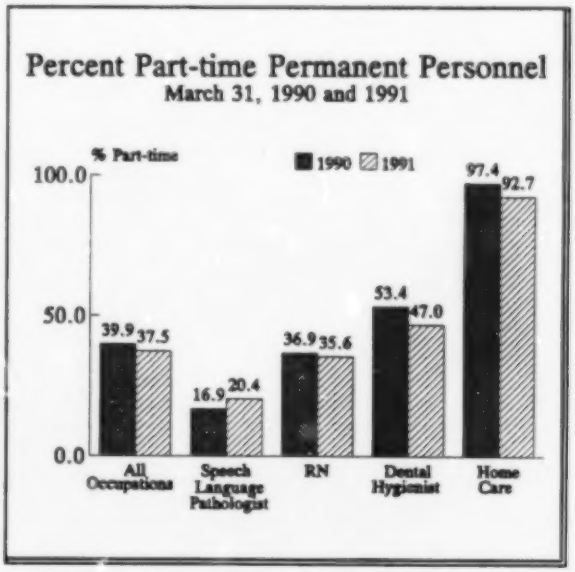
* Excluding Leduc-Strathcona and High Level-Fort Vermilion Health Units (See Note 3).

4. Percent Permanent Part-time Personnel (excluding Leduc-Strathcona and High Level-Fort Vermilion Health Units)[3]

• The total percentage of part-time personnel working in health units declined slightly from 39.9 percent (1990) to 37.5 percent (1991).

• Home care personnel (homemakers, homehelpers and personal care attendants) had the highest percentage of part-time staff in 1990 (97.4%) and 1991 (92.7%).

• The percentage of registered nurses employed on a part-time basis dropped slightly from 36.9 percent to 35.6 percent. Registered nurses employed in administration had the lowest percentage of part-time personnel in 1991 (4.9%), while nurses working in home care had the highest proportion (46.2%). The percentage of part-time nurses working in community/public health in 1991 was also quite high (32.6%).



• Relatively high levels of part-time personnel in 1990 and 1991 were reported for dental hygienists (53.4% and 47.0%), physical therapists (66.7% and 63.2%) and occupational therapists (48.6% and 50.0%).

• The proportion of part-time speech-language pathologists increased from 1990 (16.9%) to 1991 (20.4%) but still remained comparatively low.

• Public health inspectors continued to have exceptionally low levels of part-time personnel in 1990 (3.6%) and 1991 (3.0%).

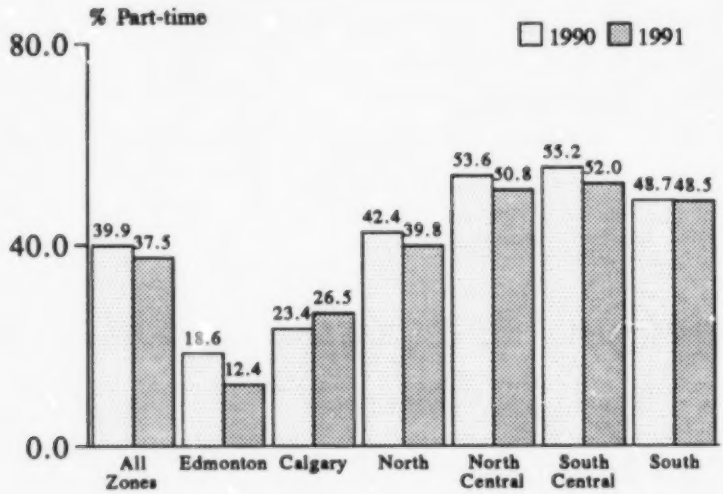
5. Casual/Contract/Temporary/Relief Personnel (excluding Leduc-Strathcona and High Level-Fort Vermilion Health Units)[3]

• The number of casual/contract personnel employed during the month of March decreased from 1990 (315) to 1991 (236), while the average number of hours worked increased from 45.5 to 56.8. In total, the number of casual/contract hours reported for March translated to 108 full-time equivalent positions in 1990 and 112 in 1991.[4]

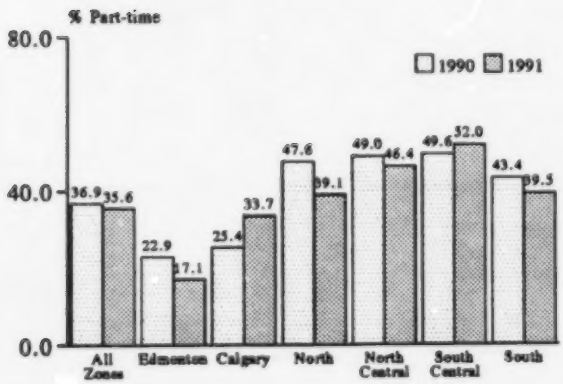
• Home care personnel (homemakers, homehelpers and personal care attendants) accounted for the majority of the causal/contract staff employed by health units. Although the number of home care personnel working in March declined from 167 (1990) to 111 (1991), there was an increase in the average number of hours worked (40.6 to 55.5). Overall, the number of casual/contract

Percent Part-time Permanent Personnel by Health Unit Association Area Zones
March 31, 1990 and 1991*

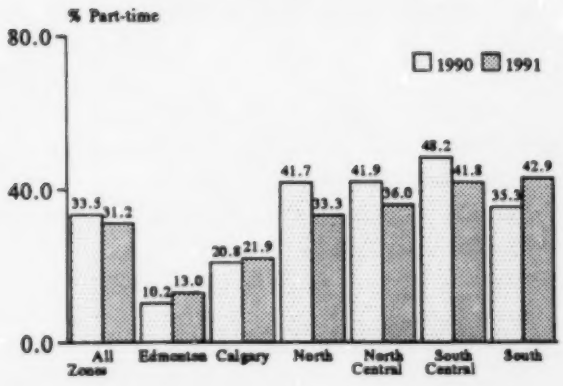
Total Percent Part-time
March 31, 1990 and 1991



Registered Nurses
March 31, 1990 and 1991



Rehabilitation Personnel
March 31, 1990 and 1991

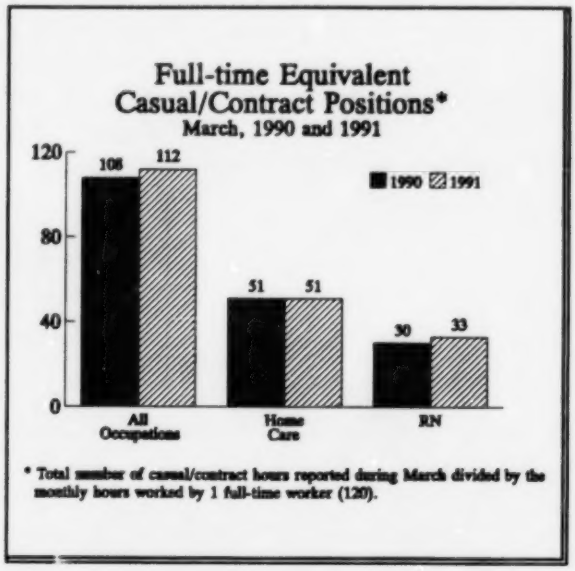


* Excluding Leduc-Strathcona and High Level-Fort Vermilion Health Units (See Note 3).

full-time equivalent positions for home care personnel in March remained the same from 1990 (51) to 1991 (51).

• The number of casual/contract registered nurses employed during March declined from 99 to 75, while the average number of hours worked increased from 42.4 to 52.0. The total number of casual/contract hours worked by registered nurses in March translated to 30 full-time equivalent positions in 1990 and 33 in 1991.

• There were comparatively small numbers of casual/contract speech-language pathologists (7), occupational therapists (4) and physical therapists (4) employed during March 1991.

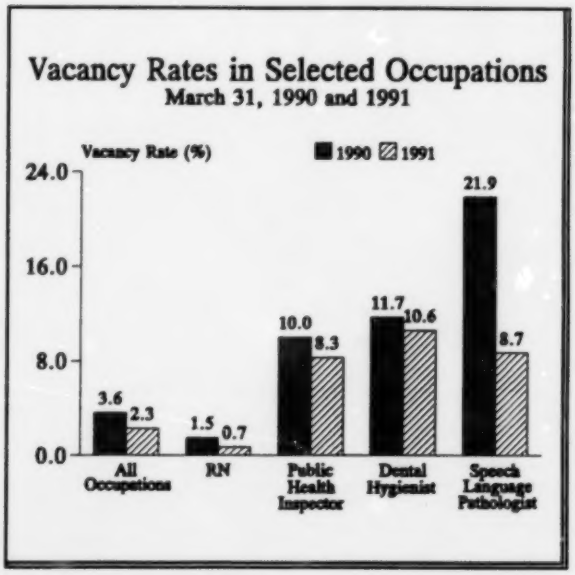


6.0 Vacancy Rates (excluding Leduc-Strathcona, High Level-Fort Vermilion and Calgary Health Units)[5]

• The total number of full-time equivalent vacant positions reported by health units declined from 78 (1990) to 49 (1991). The vacancy rate dropped from 3.6 percent to 2.3 percent.

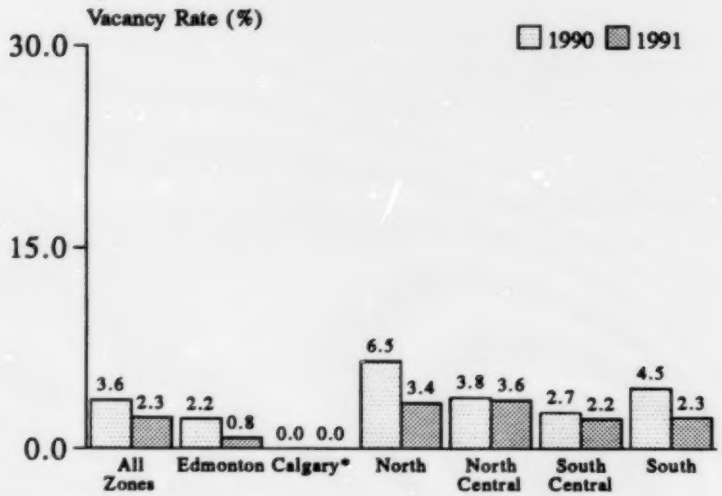
• The number of full-time equivalent vacant positions for registered nurses declined from 14 (1990) to 6 (1991). The were small numbers of vacant positions in 1990 and 1991 for nurses in administration (2 and 0), community/public health (7 and 5) and home care (6 and 1). The overall vacancy rate for registered nurses continued to be very low in 1990 (1.5%) and 1991 (0.7%).

• Relatively high numbers of vacant full-time equivalent positions in 1991 were reported for speech-language pathologists (12), public health inspectors (7), dental hygienists (6), physical therapists (6) and occupational therapists (5).

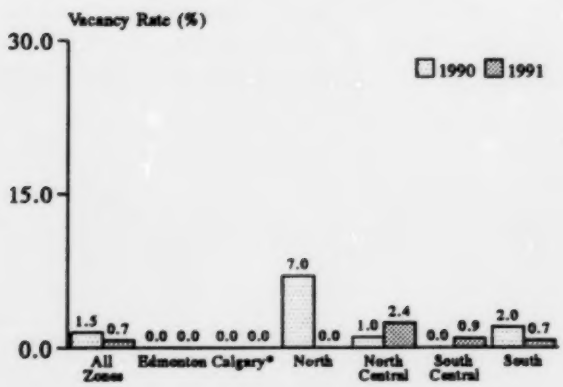


Vacancy Rates
by Health Unit Association Area Zones
March 31, 1990 and 1991*

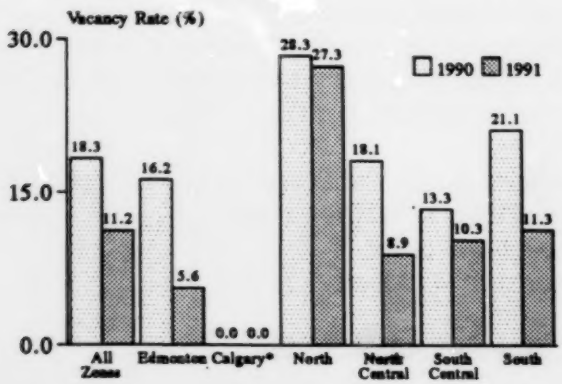
All Permanent Personnel Combined
March 31, 1990 and 1991



Registered Nurses
March 31, 1990 and 1991



Rehabilitation Personnel
March 31, 1990 and 1991



* Excluding Leduc-Strathcona, High Level-Fort Vermilion and Calgary Health Units (See Note 5).

7. Three Month Vacant Positions (excluding Leduc-Strathcona, High Level-Fort Vermilion and Calgary Health Units)[5]

• The number of positions vacant for three months or longer on March 31 declined from 47 (1990) to 32 (1991). The highest numbers of three month vacancies in 1991 were reported for speech-language pathologists (12), public health inspectors (6), dental hygienists (4) and physical therapists (4).

8. Turnover Rates (excluding Leduc-Strathcona, High Level-Fort Vermilion and Calgary Health Units)[5]

• The number of full-time equivalent resignations increased substantially from 169 (1990) to 287 (1991). The corresponding turnover rate rose from 7.9 percent to 13.5 percent.

• The number of resignations by registered nurses increased from 75 to 128. The turnover rate rose from 7.8 percent to 14.4 percent.

• Some of the largest increases in the number of full-time equivalent resignations from 1990 to 1991 occurred for speech-language pathologists (13 to 24), public health inspectors (7 to 14) and dental hygienists (6 to 11).

9. Further Information

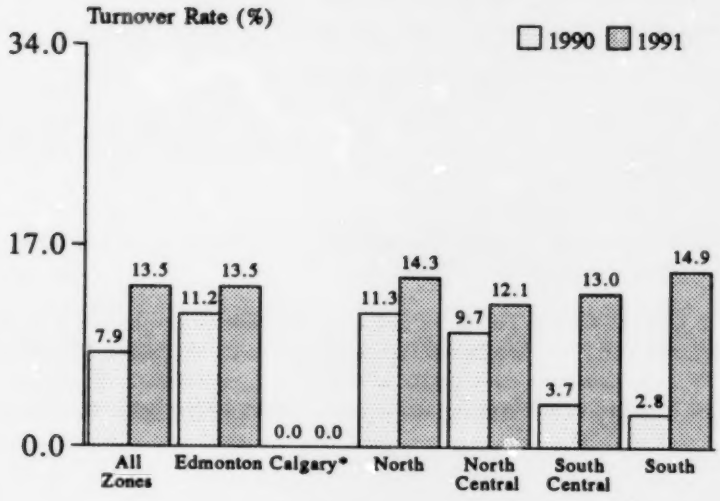
Questions regarding the methodology or the data supplied in this report can be addressed to the Alberta Health and Social Services Disciplines Committee. In addition, individuals or organizations may request supplemental information and analyses specific to their needs. It should be noted that the Alberta Health and Social Services Disciplines Committee is able to release information on aggregate data only; data on individual employers is confidential and may only be released to the reporting employer. For further information, please contact:

Alberta Health and Social Service Disciplines Committee
5th Floor, Kensington Place
10011-109 Street
EDMONTON, Alberta T5J 3S8

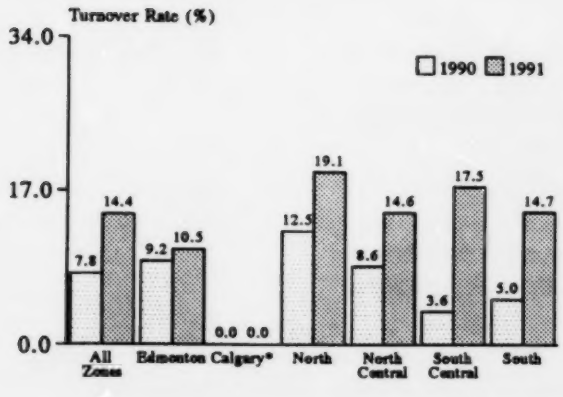
Telephone: (403)427-2655

Turnover Rates
by Health Unit Association Area Zones
March 31, 1990 and 1991*

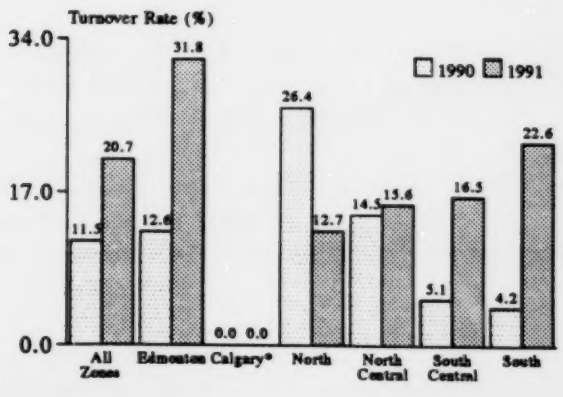
All Permanent Personnel Combined
March 31, 1990 and 1991



Registered Nurses
March 31, 1990 and 1991



Rehabilitation Personnel
March 31, 1990 and 1991



* Excluding Leduc-Strathcona, High Level-Fort Vermilion and Calgary Health Units (See Note 5).

Notes

[1] The 1991 survey, as well as prior surveys, did not collect information on personnel employed in following occupations: dentists, environmental health engineers, environmental health microbiologists, RN-sexual health, RN-mental health, MD-generalist, MD-specialist, MD/MPH (masters degree in public health), child/youth care personnel, epidemiologists, adult educators, sexuality/sexual health professionals, early intervention professionals, genetic associates, community development professionals and public communications personnel. These occupations were added to the 1992 survey of health units.

[2] The data on unemployment insurance claimants was supplied by the Alberta Bureau of Statistics and refers to regular active claimants during March, 1990 and March, 1991 only. Regular active claimants include those claimants on lay-off; those who have voluntarily left their jobs and are looking for work; those who are part-time workers; those who are trainees covered by job-sharing or job creation agreements. It is important to note that the characteristics of the unemployment insurance claimant population cannot be interpreted as the characteristics of all unemployed persons as described by Statistics Canada's Labour Force Survey.

[3] The Leduc-Strathcona Health Unit was unable to respond to the 1990 employer survey and the High Level-Fort Vermilion Health Unit was unable to supply data for the 1991 survey. To allow for valid comparisons from 1990 to 1991, the data from these health units has been omitted from the figures presented in the text and graphics. The complete data set for 1991 (which includes the data supplied by Leduc-Strathcona in 1991) is given in the Appendices.

[4] Full-time equivalent casual/contract positions are calculated by dividing the total number of casual/contract hours reported during March by the monthly hours worked by 1 full-time worker (120).

[5] The Leduc-Strathcona Health Unit and Calgary Health Services were unable to supply vacancy and resignation data for the 1990 employer survey and the High Level-Fort Vermilion Health Unit was unable to supply data for the 1991 survey. To allow for valid comparisons from 1990 to 1991, the data from these health units has been omitted from the figures presented in the text and graphics. The complete data set for 1991 (which includes the data supplied by Leduc-Strathcona and Calgary Health Services) is given in the Appendices.

APPENDIX 1. METHODOLOGY

The Alberta Health and Social Services Disciplines Committee has conducted a mail-out survey of employers in the health and social service sector in the province since 1979. These surveys were mailed during the month of March each year and were formatted into three main sections.

SECTION A collected information on full-time and part-time permanent personnel employed on March 31, full-time and part-time vacancies on March 31, and full-time and part-time resignations occurring during the year prior to March 31.

SECTION B requested information on casual, contract, temporary and relief personnel employed during the month of March. For each occupation listed on the survey form, employers were requested to indicate the total number of casual/contract personnel and the total number casual/contract hours worked by these personnel during the month of March.[1]

SECTION C collected information on employer recruitment difficulties. In the first part of this section, employers were asked to indicate the number of full-time and part-time vacant positions reported in Section A that had been vacant three months or longer while recruitment activities had been in progress. In the second part, employers were requested to list the occupations for which they anticipated recruitment problems in the next year and the reasons for the anticipated staffing difficulty.

Employers were instructed to apply the following definitions when completing the survey:

Personnel employed:	all individuals employed by your organization on a regular or part-time basis.
Full-time:	thirty hours or more per week.
Part-time:	less than thirty hours per week.
Vacancies:	positions for which personnel are actively being recruited as of March 31.
Resignations:	individuals who terminated employment during the one year period from April 1 to March 31. Do not include persons who have been promoted or transferred.
Casual, Temporary, Contract, or Relief Personnel:	individuals who worked on-call, relief, or on a temporary basis and did not fill a regular full-time and/or part-time position. These individuals were paid directly through your organization or through an outside agency.

[1] The occupations for which casual/contract data was sought were explicitly listed on the survey form. The occupations listed on the form included registered nurses, licensed practical nurses, physical therapists, occupational therapists, psychologists, social workers, dietitians/nutritionists, pharmacists, audiologists/speech pathologists, and dental hygienists.

All health units in the province were included in the annual employer survey. Response rates from health units to the survey have generally been excellent. In 1990, all but one health unit (Leduc-Strathcona) was able to provide workforce data. In the 1991 survey there was again only one non-response (High Level-Fort Vermilion). Calgary Health Services was not able to supply data on vacancies or resignations in the 1990 survey.

Appendix 2. Health Unit Association of Alberta "Zones"

The Health Unit Association of Alberta groups the 27 health units into six geographical zones. The health units included in each of these zones are given below.

North Zone	Athabasca Health Unit Fort McMurray Health Unit Northwestern Health and Social Service Board Peace River Health Unit South Peace Health Unit
North Central Zone	Alberta West Central Health Unit Jasper National Park Health Unit Leduc Strathcona Health Unit Minburn Vermilion Health Unit North Eastern Alberta Health Unit Stony Plain Lac Ste. Anne Health Unit Sturgeon Health Unit Vegreville Health Unit
South Central Zone	Alberta East Central Health Unit Banff National Park Health Unit Big Country Health Unit Drumheller Health Unit Mount View Health Unit Red Deer Regional Health Unit Wetoka Health Unit
South Zone	Barons Eureka Warner Health Unit Chinook Health Unit City of Lethbridge Health Unit Foothills Health Unit Southeastern Alberta Health Unit
Calgary	Calgary Board of Health
Edmonton	Edmonton Board of Health

Appendix 3. Health and Social Service Personnel Employed by ALL HEALTH UNITS COMBINED*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		2,027	1,211	3,238	2,704	72	2.6	362	13.4
Dental Assistants	Total	62	32	94	82	4	4.3	12	14.1
	On-the-job-trained	16	3	19	18	0	0.0	2	11.4
	Certified with intra-oral training	44	24	68	60	4	5.9	9	14.3
	Certified without intra-oral training	2	5	7	5	0	0.0	1	22.2
Dental Hygienists	Total	36	34	70	61	8	12.4	11	17.4
	Dental Hygienist	36	34	70	61	8	12.4	11	17.4
Dietary Personnel	Total	15	6	21	20	2	10.0	3	15.0
	Nutritionist	15	6	21	20	2	10.0	3	15.0
Health Records Personnel	Total	2	0	2	2	0	0.0	3	125.0
	Health/Medical Records Adm./Librarian	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	1	0	1	1	0	0.0	3	250.0
Home Care Personnel	Total	27	346	373	201	1	0.2	20	9.7
	Homemakers	22	226	248	135	0	0.0	15	10.7
	Homehelpers	0	80	80	41	1	1.2	3	7.4
	Personal Care Attendants	5	40	45	25	0	0.0	2	8.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	4	1	5	6	2	25.0	1	8.3
	Respiratory Therapist	4	1	5	6	2	25.0	1	8.3
Registered Nursing Personnel	Total	929	510	1,439	1,202	18	1.5	161	13.4
	Administration	143	7	150	147	0	0.0	45	30.4

(CONTINUED)

* The Fort-Vermilion Health Unit was unable to supply data for the 1991 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 3. Health and Social Service Personnel Employed by ALL HEALTH UNITS COMBINED*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Registered Nursing Personnel	Community/Public Health	437	204	641	553	14	2.4	61	11.0
	Home Care	329	288	617	477	4	0.8	48	10.1
	RN - Other	20	11	31	26	1	1.9	8	28.8
Non-RN Nursing Personnel	Total	7	18	25	16	0	0.0	5	31.3
	Licensed Practical Nurse	2	11	13	8	0	0.0	2	26.7
	Other Nursing Staff	5	7	12	9	0	0.0	3	35.3
Psychological Personnel	Total	2	1	3	3	0	0.0	0	0.0
	Psychologist	1	0	1	1	0	0.0	0	0.0
	Other Psych./Social/Counsellor/Therapist	1	1	2	2	0	0.0	0	0.0
Public Health Personnel	Total	108	12	120	121	7	5.8	23	19.0
	Public Health Inspector	102	4	106	111	7	6.3	21	18.5
	Community Health Rep./Worker	6	8	14	10	0	0.0	3	25.0
Rehabilitation Therapy Personnel	Total	179	85	264	245	23	9.4	49	19.8
	Occupational Therapist	17	18	35	31	5	16.1	9	29.0
	Physical Therapist	7	15	22	21	6	29.3	4	19.5
	Other Physical Therapy Personnel	2	0	2	2	0	0.0	2	100.0
	Speech Pathologist/Therapist	140	37	177	171	12	7.0	27	15.8
	Speech Pathologist Asst./Aide	10	13	23	17	0	0.0	6	33.3
	Clinical Audiologist	2	1	3	3	0	0.0	1	40.0
	Audiometric Tech.	1	1	2	2	0	0.0	0	0.0

(CONTINUED)

* The Fort-Vermilion Health Unit was unable to supply data for the 1991 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 3. Health and Social Service Personnel Employed by ALL HEALTH UNITS COMBINED*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Social Work Personnel	Total	24	6	30	28	1	3.6	7	23.2
	Master's of Social Work	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	17	1	18	19	1	5.4	2	10.8
	Unrelated Master's/Bachelor's Degree	1	0	1	1	0	0.0	1	100.0
	Other Social Worker	5	5	10	8	0	0.0	4	46.7
Program Administration/Clerical Support	Total	632	158	790	719	8	1.0	71	9.8
	Administrative Support (Clerical)	425	139	564	498	4	0.7	57	11.3
	Program Administrator	207	19	226	221	4	1.8	14	6.3
Other Health Care/Service Personnel	Total	0	2	2	1	0	0.0	0	0.0
	Other Health and Social Service	0	2	2	1	0	0.0	0	0.0

* The Fort-Vermilion Health Unit was unable to supply data for the 1991 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 4. Health and Social Service Personnel Employed by Health Units in EDMONTON*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		556	79	635	601	5	0.8	81	13.5
Dental Assistants	Total	16	0	16	16	0	0.0	1	6.2
	On-the-job-trained	13	0	13	13	0	0.0	0	0.0
	Certified with intra-oral training	3	0	3	3	0	0.0	1	33.3
Dental Hygienists	Total	12	9	21	17	0	0.0	2	12.1
	Dental Hygienist	12	9	21	17	0	0.0	2	12.1
Dietary Personnel	Total	3	0	3	3	0	0.0	1	33.3
	Nutritionist	3	0	3	3	0	0.0	1	33.3
Health Records Personnel	Total	1	0	1	1	0	0.0	3	250.0
	Health/Medical Records Adm./Librarian	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	0	0	0	0	0	.	3	.
Lab/X-Ray/Diag/Therapeutic Personnel	Total	3	0	3	4	1	25.0	0	0.0
	Respiratory Therapist	3	0	3	4	1	25.0	0	0.0
Registered Nursing Personnel	Total	282	58	340	311	0	0.0	33	10.5
	Administration	35	0	35	35	0	0.0	6	17.1
	Community/Public Health	120	23	143	132	0	0.0	15	11.0
	Home Care	112	32	144	128	0	0.0	11	8.6
	RN - Other	15	3	18	17	0	0.0	1	6.1
Psychological Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Psychologist	1	0	1	1	0	0.0	0	0.0

(CONTINUED)

* Edmonton Health Units reported no non-RN personnel (LPNs and other nursing staff) in 1991.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 4. Health and Social Service Personnel Employed by Health Units in EDMONTON*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Public Health Personnel	Total	17	0	17	17	0	0.0	4	23.5
	Public Health Inspector	17	0	17	17	0	0.0	4	23.5
Rehabilitation Therapy Personnel	Total	47	7	54	54	3	5.6	17	31.8
	Occupational Therapist	12	1	13	15	2	13.8	7	48.3
	Physical Therapist	2	1	3	4	1	28.6	1	28.6
	Other Physical Therapy Personnel	2	0	2	2	0	0.0	2	100.0
	Speech Pathologist/Therapist	30	5	35	33	0	0.0	7	21.5
	Speech Pathologist Asst./Aide	1	0	1	1	0	0.0	0	0.0
Social Work Personnel	Total	15	0	15	16	1	6.2	2	12.5
	Master's of Social Work	1	0	1	1	0	0.0	0	0.0
	Bachelor's of Social Work	14	0	14	15	1	6.7	2	13.3
Program Administration/Clerical Support	Total	159	5	164	162	0	0.0	19	11.8
	Administrative Support (Clerical)	91	5	96	94	0	0.0	17	18.2
	Program Administrator	68	0	68	68	0	0.0	2	2.9

* Edmonton Health Units reported no non-RN personnel (LPNs and other nursing staff) in 1991.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 5. Health and Social Service Personnel Employed by Health Units in CALGARY*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		393	142	535	487	23	4.7	72	14.7
Dental Assistants	Total	15	0	15	17	2	11.8	5	29.4
	Certified with intra-oral training	15	0	15	17	2	11.8	5	29.4
Dental Hygienists	Total	4	0	4	6	2	33.3	0	0.0
	Dental Hygienist	4	0	4	6	2	33.3	0	0.0
Dietary Personnel	Total	4	0	4	6	2	33.3	1	16.7
	Nutritionist	4	0	4	6	2	33.3	1	16.7
Lab/X-Ray/Diag/Therapeutic Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Respiratory Therapist	1	0	1	1	0	0.0	0	0.0
Registered Nursing Personnel	Total	207	105	312	272	12	4.4	30	10.9
	Administration	14	1	15	15	0	0.0	4	27.6
	Community/Public Health	110	68	178	153	9	5.9	10	6.5
	Home Care	83	36	119	104	3	2.9	16	14.9
Public Health Personnel	Total	22	1	23	23	0	0.0	7	31.1
	Public Health Inspector	22	1	23	23	0	0.0	7	31.1
Rehabilitation Therapy Personnel	Total	25	7	32	29	0	0.0	6	21.1
	Occupational Therapist	2	0	2	2	0	0.0	0	0.0
	Speech Pathologist/Therapist	21	5	26	24	0	0.0	4	14.9
	Speech Pathologist Asst./Aide	2	2	4	3	0	0.0	3	83.3
Social Work Personnel	Total	2	0	2	2	0	0.0	0	0.0
	Bachelor's of Social Work	2	0	2	2	0	0.0	0	0.0

(CONTINUED)

* Calgary Health Services reported no non-RN personnel (LPNs and other nursing staff) in 1991.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 5. Health and Social Service Personnel Employed by Health Units in CALGARY*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Program Administration/Clerical Support	Total	113	29	142	133	5	3.8	23	17.4
	Administrative Support (Clerical)	88	29	117	106	3	2.8	22	20.9
	Program Administrator	25	0	25	27	2	7.4	1	3.7

* Calgary Health Services reported no non-RN personnel (LPNs and other nursing staff) in 1991.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		216	143	359	298	10	3.4	43	14.3
Dental Assistants	Total	6	7	13	10	1	5.0	1	5.0
	On-the-job-trained	1	0	1	1	0	0.0	0	0.0
	Certified with intra-oral training	5	6	11	9	1	5.9	1	5.9
	Certified without intra-oral training	0	1	1	1	0	0.0	0	0.0
Dental Hygienists	Total	4	2	6	5	0	0.0	2	30.0
	Dental Hygienist	4	2	6	5	0	0.0	2	30.0
Dietary Personnel	Total	2	1	3	3	0	0.0	0	0.0
	Nutritionist	2	1	3	3	0	0.0	0	0.0
Home Care Personnel	Total	1	28	29	16	1	3.2	0	0.0
	Homemakers	1	26	27	14	0	0.0	0	0.0
	Homehelpers	0	2	2	2	1	33.3	0	0.0
Lab/X-Ray/Diag/Therapeutic Personnel	Total	0	0	0	1	1	100.0	0	0.0
	Respiratory Therapist	0	0	0	1	1	100.0	0	0.0
Registered Nursing Personnel	Total	95	61	156	126	0	0.0	24	19.1
	Administration	15	1	16	16	0	0.0	10	64.5
	Community/Public Health	51	26	77	64	0	0.0	6	9.4
	Home Care	29	34	63	46	0	0.0	5	9.8
	RN - Other	0	0	0	0	0	.	4	.
Non-RN Nursing Personnel	Total	0	0	0	0	0	.	1	.
	Licensed Practical Nurse	0	0	0	0	0	.	1	.

(CONTINUED)

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 6. Health and Social Service Personnel Employed by Health Units in the NORTH ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Public Health Personnel	Total	17	7	24	22	1	4.7	2	9.3
	Public Health Inspector	12	1	13	14	1	7.4	1	7.4
	Community Health Rep./Worker	5	6	11	8	0	0.0	1	12.5
Rehabilitation Therapy Personnel	Total	16	8	24	28	8	27.3	4	12.7
	Occupational Therapist	1	1	2	3	1	40.0	1	20.0
	Physical Therapist	1	2	3	4	2	50.0	1	25.0
	Speech Pathologist/Therapist	9	5	14	16	5	28.1	1	6.2
	Speech Pathologist Asst./Aide	2	0	2	2	0	0.0	0	0.0
	Clinical Audiologist	2	0	2	2	0	0.0	1	50.0
	Audiometric Tech.	1	0	1	1	0	0.0	0	0.0
Social Work Personnel	Total	3	4	7	5	0	0.0	0	0.0
	Other Social Worker	3	4	7	5	0	0.0	0	0.0
Program Administration/Clerical Support	Total	72	24	96	84	0	0.0	10	11.9
	Administrative Support (Clerical)	57	22	79	68	0	0.0	6	8.1
	Program Administrator	15	2	17	16	0	0.0	5	28.1
Other Health Care/Service Personnel	Total	0	1	1	1	0	0.0	0	0.0
	Other Health and Social Service	0	1	1	1	0	0.0	0	0.0

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 7. Health and Social Service Personnel Employed in the NORTH CENTRAL ZONE*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		343	319	662	518	16	3.0	56	10.8
Dental Assistants	Total	8	14	22	16	1	3.2	0	0.0
	On-the-job-trained	2	3	5	4	0	0.0	0	0.0
	Certified with intra-oral training	6	10	16	12	1	4.3	0	0.0
	Certified without intra-oral training	0	1	1	1	0	0.0	0	0.0
Dental Hygienists	Total	9	9	18	16	2	12.9	2	12.9
	Dental Hygienist	9	9	18	16	2	12.9	2	12.9
Dietary Personnel	Total	3	0	3	3	0	0.0	1	33.3
	Nutritionist	3	0	3	3	0	0.0	1	33.3
Health Records Personnel	Total	1	0	1	1	0	0.0	0	0.0
	Health/Medical Record Tech.	1	0	1	1	0	0.0	0	0.0
Home Care Personnel	Total	15	121	136	76	0	0.0	8	10.6
	Homemakers	15	67	82	49	0	0.0	7	14.4
	Homehelpers	0	54	54	27	0	0.0	1	3.7
Registered Nursing Personnel	Total	131	99	230	184	4	1.9	25	13.3
	Administration	26	0	26	26	0	0.0	7	25.0
	Community/Public Health	72	29	101	90	4	3.9	10	11.1
	Home Care	31	66	97	64	0	0.0	6	8.6
	RN - Other	2	4	6	4	0	0.0	3	62.5
Non-RN Nursing Personnel	Total	3	5	8	6	0	0.0	0	0.0

(CONTINUED)

* The Fort-Vermilion Health Unit was unable to supply data for the 1991 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 7. Health and Social Service Personnel Employed in the NORTH CENTRAL ZONE*
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Non-RN Nursing Personnel	Other Nursing Staff	3	5	8	6	0	0.0	0	0.0
Psychological Personnel	Total	1	1	2	2	0	0.0	0	0.0
	Other Psych./Social/Counsellor/Therapist	1	1	2	2	0	0.0	0	0.0
Public Health Personnel	Total	21	4	25	26	3	11.5	6	21.2
	Public Health Inspector	20	2	22	24	3	12.5	4	16.7
	Community Health Rep./Worker	1	2	3	2	0	0.0	2	75.0
Rehabilitation Therapy Personnel	Total	39	25	64	56	4	7.2	7	12.6
	Occupational Therapist	0	6	6	5	2	33.3	0	0.0
	Physical Therapist	0	7	7	5	1	22.2	2	33.3
	Speech Pathologist/Therapist	38	9	47	44	2	3.4	6	12.5
	Speech Pathologist Asst./Aide	1	3	4	3	0	0.0	0	0.0
Social Work Personnel	Total	1	1	2	2	0	0.0	1	66.7
	Other Social Worker	1	1	2	2	0	0.0	1	66.7
Program Administration/Clerical Support	Total	111	40	151	134	3	1.9	7	5.2
	Administrative Support (Clerical)	64	33	97	81	1	0.6	3	3.1
	Program Administrator	47	7	54	53	2	3.8	5	8.6

* The Fort-Vermilion Health Unit was unable to supply data for the 1991 survey.
** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 8. Health and Social Service Personnel Employed by Health Units in the SOUTH CENTRAL ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		274	297	571	432	10	2.2	56	13.0
Dental Assistants	Total	4	7	11	8	1	6.2	2	18.8
	On-the-job-trained	0	0	0	0	0	.	1	.
	Certified with intra-oral training	4	5	9	7	1	7.1	1	7.1
	Certified without intra-oral training	0	2	2	1	0	0.0	0	0.0
Dental Hygienists	Total	6	8	14	11	1	4.8	2	14.3
	Dental Hygienist	6	8	14	11	1	4.8	2	14.3
Dietary Personnel	Total	2	3	5	4	0	0.0	0	0.0
	Nutritionist	2	3	5	4	0	0.0	0	0.0
Home Care Personnel	Total	6	87	93	50	0	0.0	4	7.1
	Homemakers	6	58	64	35	0	0.0	3	8.6
	Homehelpers	0	5	5	3	0	0.0	0	0.0
	Personal Care Attendants	0	24	24	12	0	0.0	1	4.2
Registered Nursing Personnel	Total	110	119	229	171	2	0.9	30	17.5
	Administration	32	2	34	33	0	0.0	12	34.8
	Community/Public Health	45	41	86	67	1	1.5	11	16.5
	Home Care	31	74	105	69	1	0.7	8	10.9
	RN - Other	2	2	4	3	0	0.0	0	0.0
Non-RN Nursing Personnel	Total	2	7	9	6	0	0.0	3	45.5
	Licensed Practical Nurse	2	7	9	6	0	0.0	1	18.2
	Other Nursing Staff	0	0	0	0	0	.	2	.

(CONTINUED)

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 8. Health and Social Service Personnel Employed by Health Units in the SOUTH CENTRAL ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Public Health Personnel	Total	18	0	18	20	2	10.0	4	17.5
	Public Health Inspector	18	0	18	20	2	10.0	4	17.5
Rehabilitation Therapy Personnel	Total	32	23	55	49	5	10.3	8	16.5
	Occupational Therapist	2	6	8	5	0	0.0	1	20.0
	Physical Therapist	3	2	5	6	2	33.3	1	8.3
	Speech Pathologist/Therapist	24	8	32	31	3	9.7	6	17.7
	Speech Pathologist Asst./Aide	3	7	10	7	0	0.0	1	15.4
Social Work Personnel	Total	1	0	1	1	0	0.0	1	100.0
	Other Social Worker	1	0	1	1	0	0.0	1	100.0
Program Administration/Clerical Support	Total	93	42	135	114	0	0.0	5	3.9
	Administrative Support (Clerical)	65	40	105	85	0	0.0	4	4.1
	Program Administrator	28	2	30	29	0	0.0	1	3.4
Other Health Care/Service Personnel	Total	0	1	1	1	0	0.0	0	0.0
	Other Health and Social Service	0	1	1	1	0	0.0	0	0.0

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 9. Health and Social Service Personnel Employed by Health Units in the SOUTH ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
ALL HEALTH/SOCIAL SERVICE OCCUPATIONS		245	231	476	369	9	2.3	55	14.9
Dental Assistants	Total	13	4	17	15	0	0.0	4	23.3
	On-the-job-trained	0	0	0	0	0	.	1	.
	Certified with intra-oral training	11	3	14	13	0	0.0	2	12.0
	Certified without intra-oral training	2	1	3	3	0	0.0	1	40.0
Dental Hygienists	Total	1	6	7	7	3	42.9	4	50.0
	Dental Hygienist	1	6	7	7	3	42.9	4	50.0
Dietary Personnel	Total	1	2	3	2	0	0.0	0	0.0
	Nutritionist	1	2	3	2	0	0.0	0	0.0
Home Care Personnel	Total	5	110	115	60	0	0.0	8	13.3
	Homemakers	0	75	75	38	0	0.0	5	12.0
	Homehelpers	0	19	19	10	0	0.0	2	21.1
	Personal Care Attendants	5	16	21	13	0	0.0	2	11.5
Lab/X-Ray/Diag/Therapeutic Personnel	Total	0	1	1	1	0	0.0	1	100.0
	Respiratory Therapist	0	1	1	1	0	0.0	1	100.0
Registered Nursing Personnel	Total	104	68	172	139	1	0.7	21	14.7
	Administration	21	3	24	23	0	0.0	7	28.9
	Community/Public Health	39	17	56	48	0	0.0	10	20.0
	Home Care	43	46	89	67	1	0.8	4	6.0
	RN - Other	1	2	3	3	1	20.0	1	20.0
Non-RN Nursing Personnel	Total	2	6	8	5	0	0.0	2	30.0

(CONTINUED)

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 9. Health and Social Service Personnel Employed by Health Units in the SOUTH ZONE
March 31, 1991**

		FULL-TIME PERSONNEL	PART-TIME PERSONNEL	TOTAL PERSONNEL	FTE POSITIONS	FTE VACANT POSITIONS	VACANCY RATE (%)	FTE RESIGNATIONS	TURNOVER RATE (%)
Non-RN Nursing Personnel	Licensed Practical Nurse	0	4	4	2	0	0.0	0	0.0
	Other Nursing Staff	2	2	4	3	0	0.0	2	50.0
Public Health Personnel	Total	13	0	13	14	1	7.1	1	7.1
	Public Health Inspector	13	0	13	14	1	7.1	1	7.1
Rehabilitation Therapy Personnel	Total	20	15	35	31	4	11.3	7	22.6
	Occupational Therapist	0	4	4	3	1	20.0	1	20.0
	Physical Therapist	1	3	4	3	0	0.0	0	0.0
	Speech Pathologist/Therapist	18	5	23	24	3	12.8	5	19.1
	Speech Pathologist Asst./Aide	1	1	2	2	0	0.0	2	133.3
	Clinical Audiologist	0	1	1	1	0	0.0	0	0.0
	Audiometric Tech.	0	1	1	1	0	0.0	0	0.0
Social Work Personnel	Total	2	1	3	3	0	0.0	3	100.0
	Bachelor's of Social Work	1	1	2	2	0	0.0	0	0.0
	Unrelated Master's/Bachelor's Degree	1	0	1	1	0	0.0	1	100.0
	Other Social Worker	0	0	0	0	0	.	2	.
Program Administration/Clerical Support	Total	84	18	102	93	0	0.0	7	7.5
	Administrative Support (Clerical)	60	10	70	65	0	0.0	6	9.2
	Program Administrator	24	8	32	28	0	0.0	1	3.6

** Definitions for FTE positions, vacancy rates, and turnover rates are given in Appendix 10.

Appendix 10. Definition of Terms

1. Full-time Equivalent Positions (FTE positions):
   FTE Positions = [full-time + (part-time/2)] number of personnel + [full-time + (part-time/2)] number of vacancies

2. Full-time Equivalent Vacancies (FTE vacant positions):
   FTE Vacant Positions = [full-time + (part-time/2)] number of vacancies

3. Vacancy Rate:
   Vacancy Rate = $\frac{\text{full-time equivalent vacant positions}}{\text{full-time equivalent positions}}$ X 100

4. Full-time Equivalent Resignations (FTE resignations):
   FTE Resignations = [full-time + (part-time/2)] number of resignations

5. Turnover Rate:
   Turnover Rate = $\frac{\text{full-time equivalent resignations}}{\text{full-time equivalent positions}}$ X 100